

CITY OF OAKLAND

AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2007 AUG 30 PM 2: 07

To: Office of the City Administrator
Attn: Deborah Edgerly
From: Police Department
Date: September 11, 2007

Re: A Monthly Informational Report on the Measure Y Accelerated Police Recruiting, Hiring, Training and Deployment Strategy

On March 27, 2007, staff was directed by the Public Safety Committee to provide a one-page update report (monthly), and a complete informational report (quarterly), of Measure Y recruiting, hiring, and training activities. Attached is a monthly report (matrix) that contains information reported as of July 31, 2007.

As directed by the Public Safety Committee on July 24, 2007, staff conducted an informal survey of other agencies to consider the potential of providing hiring bonuses to police officer applicants who are college graduates. The following information outlines the results of the survey.

Proposed Hiring Bonus for College Graduates

Agency	Minimum Educational Requirements	College Graduate Hiring Bonus	Post-Employment Educational Incentives	Other Incentives
Oakland PD	HS Diploma	None	Bachelors 4% Masters 5%	None
Berkeley PD	60 (College) Semester	None	None	None
Long Beach PD	HS Diploma	None	None	None
Los Angeles PD	HS Diploma	None	Bachelors Step 2 ¹ Masters Step 3	None
San Diego PD	HS Diploma	None	Bachelors 4% Masters 5% ²	None
San Francisco PD	HS Diploma	None	None	\$5000 Hiring Bonus for Lateral Officers
San Jose PD	60 (College) Semester	None	None	None

None of the agencies contacted offer hiring bonuses to college graduates. In fact, two agencies require a minimum of 60 college semester units to apply. This minimum educational requirement would work against the Department's hiring strategy, narrowing the pool of otherwise qualified applicants. This may also reduce the potential pool of minority and woman applicants who might otherwise not have had the opportunity to attend college. Such a requirement would also eliminate eligibility for a large number of military veterans who spent their time between the ages of 18 and 20.5 serving in the military.

¹ Applicants are hired at a higher pay scale based on their education level.

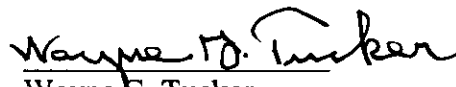
² The 4% - 5% percent represents the amount in addition to police officers' regular salary.

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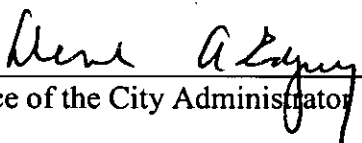
The Department has a significant number of sworn staff who attained their college degree after becoming police officers. An existing tuition reimbursement program offers educational opportunities to sworn members by paying a fixed reimbursement for completing pre-approved college classes. The amount of reimbursement is directly tied to the individual's final course grade. Additionally, a number of institutions of higher learning have extension programs that afford sworn staff the opportunity to complete their bachelors and masters degrees. These institutions have specifically tailored their programs to law enforcement officers' schedules and needs, and include the California State University East Bay, University of Phoenix, and Columbia Colleges.

Staff will present the next monthly report of Measure Y hiring activities on October 9, 2007.

Respectfully submitted,


Wayne G. Tucker
Chief of Police

APPROVED AND FORWARDED TO
THE PUBLIC SAFETY COMMITTEE:


Office of the City Administrator

Prepared by:
Captain Ricardo Orozco
Bureau of Administration
Oakland Police Department

Attachments:

1. Measure Y Activities Matrix

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**Oakland Police Department
Measure Y Recruiting and Hiring Monthly Update**

As of July 31, 2007

POLICE OFFICER TRAINEE FUNNEL DATA:

Month	Candidates Applied	Oakland Residents	Written Test/ Passed		Oral Board Attended/Passed		P.A.T. Attended/Passed	
*Total to date	8222	884	5077	3193	2450	1780	1478	1240
July-07	397	84	222	127	157	Not Scored	64	61

* As of January 2006 – June 2007

CURRENT RECRUITMENT/BACKGROUND PROCESSING:

163 rd Recruit Academy	Start Date 10/15/07
Applicants submitting Personal History Questionnaires	149
Background Investigations Completed	81
Conditional Job Offers Extended	13
Conditional Job Offers Accepted	13
Number of Applicants Cleared for the Academy	3
Oakland residents Conditional Job Offers	2

STAFFING STATUS AS OF:

MONTH: July

YEAR: 2007

Classification	Authorized	Filled	+/-
Chief	1	1	0
Assistant Chief	1	1	0
Deputy Chief	3	3	0
Captain	10	10	0
Lieutenant	26	26	0
Sergeant	135	131	-4
Police Officer	627	547	-80
TOTAL	803	730	-84

ATTRITION (January 05 – July 07):

Type	Total
Disability Retirements	46
Resignations	39
Service Retirements	34
Terminations	10
TOTAL	129

Monthly Attrition = 5.5 (May 2006 thru July 2007)

COMPLETED ACADEMIES

Class	Number Started	Number Graduated	#Assigned to Measure Y	Academy Dates	Attrition Rate	FTO Dates
154 th Academy	16	11	4	28 Feb-2 Sep 05	31%	N/A
6 th Lateral	7	7	0	18 Apr-20 May 05	0%	N/A
155 th Academy	34	18	6	11 Jul 05-13 Jan 06	47%	N/A
156 th Academy	27	16	4	28 Nov 05-2 Jun 06	40%	3 Jun – 15 Sep 06
157 th Academy	22	16	7	6 Feb-11 Aug 06	27%	12 Aug – 24 Nov 06
7 th Lateral	3	2	0	5-29 Sep 06	0%	30 Sep 06-12 Jan 07
158 th Academy	44	26	0	5 Jun – 17 Nov 06	41%	25 Nov 06-9 Mar 07
159 th Academy	49	30	0	11 Sep 06-9 Feb 07	39%	17 Feb-1 Jun 07
160 th Academy	42	25	0	11 Dec 06-25 May 07	43%	2 Jun -14 Sep 07
8 th Lateral	2	2	0	16 Apr-10 May 07	0%	12 May-24 Aug 07
Total	246	153	21		38.3%	

*Note: Of the 21 Officers originally assigned to Measure Y positions, 5 have vacated the position and 2 are on injury leave.

May include rescheduled academy candidates *FTO dates are in reference to academy graduates participating in the Field Training Program

CURRENT POLICE ACADEMIES

Class	Number Started	Current Number	Academy Dates	Attrition Rate	FTO Dates
161 st Academy	29	22	26 Feb- 17 Aug 07	24%	25 Aug -28 Dec 07
162 nd Academy	45	42	9 Jul 07 – 4 Jan 08	7 %	5 Jan 08- 18 Apr 08
Total	74	64		15.5%	

EXPENDITURES TO DATE ON OPD MEASURE Y ACTIVITIES:

Appropriations	Expenditures	Balance
Fiscal Year 04-05: \$1,032,172	\$4,054	\$1,028,118
Fiscal Year 05-06: \$8,864,481*	\$2,918,556	\$5,945,925
Fiscal Year 06-07: \$9,464,233	\$6,777,200	\$2,687,033
Fiscal Year 07-08: \$9,830,861		
Agency-wide Admin - Recruiting and Hiring		
- Personnel	\$15,933	
- O&M	25	
• Special Operations – Truancy Abatement		
- Personnel		
• Patrol – Community Policing		
- Personnel		
- O&M	304,578	
• Training – Academy		
- Personnel		
- O&M		
		\$9,510,325
	\$320,536	
Total: \$29,298,635	\$10,020,346	\$19,171,401

* Adjusted balance to reflect \$518,368 transferred to Human Resources Division for Accelerated Recruiting and Hiring and \$216,824 to the Office of the City Administrator for evaluation project (G261240).